



Allison Oasis Kahn

SHAREHOLDER

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Overview

Allison Kahn is board certified in Labor and Employment Law by The Florida Bar. Board certification means she has been evaluated for professionalism and tested for special expertise, knowledge, and skill. She is one of only approximately 200 lawyers in Florida to hold this distinction in her practice area.

Allison represents entities of all sizes across sectors including health care, hospitality, banking, telecommunications, and education. She regularly appears before the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, the Florida Commission on Human Relations, county fair employment practice agencies, and in state and federal court.

She litigates claims involving discrimination and retaliation based on race, religion, sex, and other protected characteristics (Title VII); sex-based discrimination in education (Title IX); the Age Discrimination in Employment Act; the Whistleblower Protection Act, and the Florida Civil Rights Act.

Her knowledge of workplace law includes courts' differing interpretations of LGBT protections under federal law. She regularly writes and speaks on LGBT discrimination developments that affect her clients.

Allison defends Americans with Disabilities Act Title III employment claims for disability and handicap discrimination, retaliation, and failure to accommodate. She also defends Title I claims of property access discrimination by public accommodations (including accessibility of websites).

The Family and Medical Leave Act (FMLA) is often intertwined with Title III employment disability claims. Allison has litigated FMLA interference and retaliation claims and is experienced in defending actions in which the FMLA and disability discrimination are both at issue.

Allison has completed more than 300 employee pay classification audits (exempt/nonexempt), which enriches her practice of defending employers against misclassification claims, and in collective actions under the Fair Labor Standards

Act. She also litigates joint employment, employee and independent contractor classifications, and structures internship programs to comply with wage and hour laws.

She is experienced in trying arbitration grievances under collective bargaining agreements. And, on behalf of her brokerage firm clients, Allison litigates employment disputes before the Financial Industry Regulatory Authority (FINRA).

Allison was drawn to the practice of labor and employment law because it involves complex workplace relationships, and stories with a human component. Beyond her practice, she does pro bono work and recently completed a three-year term investigating attorney misconduct as an appointed member of The Florida Bar Grievance Committee, ultimately serving as chair in 2018.

Early in her career, she clerked for the Honorable Gary Farmer of Florida's Fourth District Court of Appeal. This experience broadened her understanding of the practical considerations that shape court decisions, and informs her practice today.

All Insights

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|------------|---|
| 11.28.2018 | The Future Of LGBT Protections: Will High Court Weigh In? |
| 04.20.2018 | Putting the Compensability Brakes on Frequent Employee Breaks |
| 04.12.2018 | Navigating The Circuit Split Over Reasonable ADA Leave
<i>Law360</i> |
| 04.05.2018 | Supreme Court Dodges Question of How Much Leave is Reasonable Under the ADA |
| 11.29.2017 | Matt Lauer Too? Unlike Cats, VIPs No Longer Have Nine Lives |
| 11.22.2016 | Injunction Placing New Overtime Rule on Hold Affects Employers in Every Industry |
| 09.02.2016 | Ivanka Trump Intern Controversy Offers Key Reminders for Businesses |
| 10.11.2015 | 4 Reasons Why Companies Can Ask Exempt Employees to Work for 'Free' |
| 10.01.2015 | 5 Workplace Safety Tips to Protect Employees from Violent Co-Workers (While Complying with Employment Laws) |
| 08.26.2015 | 5 Workplace Safety Tips to Protect Employees from Violent Co-Workers (While Complying with Employment Laws) |

08.23.2015	Unpaid Internships: Tips for Avoiding Legal Liability
08.02.2015	An HR Challenge: Finding and Fixing Overtime Misclassifications in 4 Steps
01.08.2015	The Benefits of Settling Employee Wage Claims Through the Department of Labor
12.02.2013	Hiring and Retaining Individuals with Criminal Histories
09.23.2013	8 Tips to Help Health Care Providers Minimize Possible Wage Liability for Student Interns
08.09.2011	Chronic Absenteeism and Employer Policy Violations Now Preclude Employees from Collecting Unemployment Compensation Benefits
03.31.2011	ADAAA Regulations Alert
03.04.2011	"Cat's Paw" Defense Diminished
03.04.2011	Supreme Court: Don't Retaliate Against One Employee to Get Back at Another
07.20.2009	Eleventh Circuit: Consent to Join Doesn't Entitle a Putative Plaintiff to Discovery in a Suit Filed as an FLSA Collective Action
01.30.2009	Lilly Ledbetter Fair Pay Restoration Act ("the Act")
01.01.2006	Force Majeure: Risk Allocation for Unforeseeable Events
01.31.2005	Declaratory Relief: The Antidote to Bad Faith
All News	
07.01.2019	Carlton Fields' Allison Oasis Kahn Board Certified in Labor and Employment Law by The Florida Bar
11.28.2018	Allison Oasis Kahn Authors Article in Law360 on Pending LGBT Protections Under Titles VII and IX
09.24.2018	Carlton Fields Shareholder Quoted in Labor and Employment Trend Report
05.17.2018	Returns: Solving Both Resume Gaps and Skills Gaps

04.11.2018	Allison Oasis Kahn Authors Article in Law360 on Reasonable ADA Leave
02.28.2018	Harassment in the Workplace: On Your Best Behavior
10.27.2017	Lawyers Explain What The Restaurant Industry Needs To Do To Protect Women
02.21.2017	Carlton Fields Wins Jury Verdict For Mercy Hospital In Nurse's \$2M Whistleblower Suit

Recognition

- Board Certified in Labor and Employment Law by The Florida Bar

Professional & Community Involvement

- Academy of Florida Management Attorneys
 - Membership by invitation only for preeminent practitioners of labor and employment law.
- The Florida Bar
 - Chair (2018); Member (2016–2017), Fifteenth Circuit Grievance Committee "A"
- Craig S. Barnard American Inn of Court (2005–2008)
- Federal Bar Association, Palm Beach County
- Florida Association for Women Lawyers, Palm Beach County
- Palm Beach County Bar Association
 - Labor & Employment Committee (2005)
 - Committee for Diversity and Inclusion (2011–2012)
 - Co-Chair, Gender Equities Subcommittee (2011–2012)

Speaking Engagements

- "Let's Talk About 'Sex': Embracing Nondiscrimination of LGBT Employees," 2019 HR Florida Conference & Expo, Orlando, FL (August 28, 2019)
- "Wage and Hour Workshop," Carlton Fields, Miami, FL (October 26, 2016)
- "Wage and Hour Workshop," Raymond James Stadium, Tampa, FL (October 25, 2016)
- "New Wage and Hour Laws and How They Will Impact Law Firms," Palm Beach County Chapter of the Association of Legal Administrators (August 9, 2016)
- "Women in the Law," Palm Beach County Bar Association Diversity Luncheon (October 2012)
- "Flex What? – Flex Time: What Is It, How It Works, and the Benefits to Both

Attorneys and Firms," Palm Beach County Chapter of the Florida Association for Women Lawyers (April 2011)

- "Workplace Issues in Employee Relations," Employment Law for Accountants Seminar, West Palm Beach, FL (November 12, 2009)

Credentials

EDUCATION

- Nova Southeastern University
Shepard Broad College of Law
(J.D., magna cum laude, 2001)
- Georgia Southern University (B.A.,
1998)

BAR ADMISSIONS

- Florida

BOARD CERTIFICATIONS

- Labor and Employment Law

COURT ADMISSIONS

- U.S. Court of Appeals, Eleventh
Circuit
- U.S. District Court, Middle District of
Florida
- U.S. District Court, Southern District
of Florida
- Florida State Courts

CLERKSHIPS

- Hon. Gary M. Farmer, Florida Fourth
District Court of Appeal

Areas of Focus

PRACTICES

- Appellate & Trial Support
- Discrimination
- FINRA Litigation, Enforcement and
Investigations
- Labor & Employment
- Litigation and Trials
- Property & Casualty Insurance
- Securities and Derivative Litigation
- Wage and Hour

INDUSTRIES

- Health Care
- Technology & Telecommunications

In The Spotlight

Allison explains the different types of labor exemptions that could affect your startup business.

<http://www.youtube.com/watch/yz8V1yHrPbU>